

**State of Utah, Department of Workforce Services
Wasatch North Regional Council Meeting Minutes
Ogden Employment Center, 480 27th Street
Wednesday, August 8th, 2007
7:30 A.M. to 9:15 A.M.**

Attendees:

Kathleen Alder	Alder & Associates
Sharon Anderson	Family Connection Center
Byron Beck	Browning, Morgan County
Paul Evans	Harmony Home Health & Hospice
Melissa Freigang	Clearfield Job Corps Center
Steven Hoellein	Felt Auto Parts
Randy Hopkins	State of Utah, Department of Workforce Services
Gary Knapp (Past-Chair)	Enable Industries
Brent Petersen	Davis Applied Technology College
Richard Selig for Sylvia Godfrey	Hill Air Force Base, Workforce Development Division
Tommy Smith	State of Utah, Division of Rehabilitation
Lynette Stevens	Morgan County Council
Joan Effiong for Jim Taggart	Ogden Weber Applied Technology College
Leslie Trottier	Child Care Resource and Referral
Toni Ure (Chair)	Chromalox
Randy Welsh	Utah Transit Authority
Cecil Robinson	State of Utah, Juvenile Justice Services

Excused:

Pamela Clark	Family Support Center of Ogden
Clayton Cooper	Kimberly Clark, Weber County
Commissioner Louenda Downs	Davis County Commission
Larry Facer	Plumbers Local 348
Mike Hadley	Wells Fargo, Davis County
Jodi Lunt	Davis County School District
Richard McConkie	Ogden City, Neighborhood Development Division
John Petroff	J.P.'s #1 American Car Care
Valerie Robinson	Ogden Clinic, Weber County
Julie Snowball	Weber State University
Nate Woodward	Valdez Machining
Chris Wells	Manpower, Weber County
Commissioner Jan Zogmaister	Weber County Commission

Department of Workforce Services Staff:

Lesnie Foster	Employment Counseling Program Specialist
Kathleen Leiker	South Davis Employment Center Manager
Diane Lovell	Community Liaison
John Mathews	North Region Economist
Greg Paras	Roy Employment Center Manager
Gaylene Pebley	Clearfield Employment Center Manager
Carrie Peterson	Administrative Secretary
Susan Wright	Regional Council Liaison

1. **Welcome**

Toni Ure, Chair-elect of the Wasatch North Regional Council, called the meeting order. Council members, and Department of Workforce Services (D.W.S.) staff were welcomed to the meeting.

Regional Council Chairs may serve two one-year terms.

2. **Consent Calendar Action Items**

Toni Ure called for a motion to approve the Wasatch North Regional Council minutes from the March 7th, 2007 meeting.

Action Item: Gary Knapp made the motion, Steve Hoellein seconded, and the Council unanimously approved the March 7th, 2007 meetings minutes.

3. **Recognition of Outgoing Council Chair**

Toni Ure presented Gary Knapp with a plaque to thank him for serving as Chair of the Wasatch North Regional Council for the last two years. Gary will continue to serve as a member the Council.

4. **Task Force Reports**

A. Training Employers and Marketing Task Force

Toni Ure reported the "Gear Up" Manufacturing Career Fair has been put on hold until next year. A technical skills group for manufacturing is exploring the possibility of offering a similar event this year. Locations are being considered.

Toni Ure will follow-up on the planning of the event at the next task force meeting and report to the Council.

5. **Regional Youth Council Report**

Cecil Robinson provided the Regional Youth Council report. The Youth Council last met on June 5th, 2007. Cecil referred the Council members to the meeting minutes for discussion and review.

Lynn Wood will no longer be working with the Youth Council.

Futures Through Training (F.T.T.) provided an overview of the clients they are serving and the performance measures they are meeting.

The Youth Council voted to accept the changes mandated by the DOL to the WIA Youth Service Priority System form. Effective July 1, 2007, two new categories have been added, Native American, and Refugee. The category of Chronic Health Conditions Including Disabilities was changed to Disabled. The approved motion added the new categories of Native American and Refugee to the form and assigned the point value of 2 to Native American and Disabled, and a point value of 1 to Refugee, keeping all other assigned point values the same.

The percentage rates will be put in place by July 1, 2007 for the WIA Youth Performance Outcomes. D.W.S. will use this year's data as a benchmark for next fiscal year.

F.T.T. provided a summary of the 2006- 2007 North Region W.I.A. Youth Leadership Development Project. The 2006- 2007 W.I.A. Leadership Development Project involved refurbishing the Historic 25th St. Municipal Park. There were 25 W.I.A. students involved in the planning process. The planning process began on January 19th, 2007. The students worked on networking, teamwork, and effective communication. Due to the efforts of the students and staff the amount of donations was larger than expected. Clearfield Job Corps partnered with Futures Through Training, Inc. to help with the culinary portion and was able to have two bands perform for the barbeque. F.T.T. had 40 W.I.A. students involved in the final day of the event. The students partnered with Clearfield Job Corps and Ogden City

to plant flowers, 2 trees, and replace bark in the playground. The students were able to plant 200 out of the 300 flats of flowers that were available to plant. A barbeque was provided to celebrate the student's hard work in planning and completing this event.

The Ogden Standard Examiner newspaper published an article about the W.I.A. Youth Leadership Project.

Cecil Robinson added that he talked with the Ogden City Volunteer Coordinator and they were very pleased with the overall success of the project.

Marco Martinez is managing the Summer Youth Employment Opportunity Program for the year. This program introduces the youth to work readiness training. Thirty-five employers accepted the youth as their employees this year.

Lesnie Foster reported that approximately fifty youth were recruited into employment.

Cecil Robinson will report back to the Council as to if the youth are obtaining long-term employment after completing the Summer Youth Program.

Tommy Smith asked if we are tapped into the school program for those youth who are transitioning from the high schools to the workplace.

Cecil Robinson will follow-up on Tommy's question and report back to the Council.

The Youth Council was provided with two success stories for the W.I.A. Youth.

The requirement for 70% of youth served to be "out of school" youth was changed back to 50%.

D.W.S. staff have continued to work on the issue of sharing information with community partners. Dr. Parley with Granite school district is working on a memorandum of understanding (M.O.U.) The M.O.U. is being developed to share information with the youth in the program and the schools and vice versa.

Cecil Robinson reported that they would be approaching the local schools about the programs that are available for youth besides higher education. This may be foreseen as a marketing effort.

The Youth Council will ask Kristen Cox, D.W.S. Executive Director, to write a letter of introduction and support to achieve the goals that have been set with the Department of Education. It is hoped that the M.O.U. will serve as a letter of support to educate all vested partners of alternative training programs available to youth.

Melissa Friegang, Clearfield Job Corps Center, explained the concept is to market pathways for the industries with employers "on board" as the youth will gain employability skills through the A.T.C.s, and other available training programs. And for the Youth Council to show we are united in the training that can be offered to the youth. The concept would include educating the parents and students as an educational campaign for the community on the partners working together with the programs.

Steve Hoellein asked if the programs are vocational training opportunities, and if the Youth Council will show wages for the industries that pay "good wages" to their workers.

Melissa Friegang explained that the Youth Councils wants to show there are different pathways and options available for career training to encompass all youth.

Kathleen Alder, (past Chair-elect), recommended introducing the idea of students gaining the skills they acquire through the available training programs and the wages they can earn.

Joan Effiong, Ogden Weber Technology College, commented that their employment could be seen as a stepping-stone to their future career opportunities and employment.

Kathleen Alder suggested sending a “draft” letter to Kristen for review / approval.

Tommy asked if the career paths would need to include assessments.

Melissa Freigang explained the training opportunities would be presented as a flow chart of the general pathways. She noted that the M.O.U. would help the youth with barriers to be successful and access the training funds that will help them be successful with maintaining their employment. The marketing will be a good start to introduce students and parents to the available programs.

Brent Petersen commented on the career ladder / career lattice concept that was previously explored by the Council. He agreed the training programs would help youth gain the needed employability skills that would help them apply the career lattice concept.

D.W.S. received a collaborative grant that began July 1st that will be used to bring the agencies together to provide training and services to the youth transitioning from Juvenile Justice Systems. One program has been established for Juvenile Justice Services Decker Lake, Millcreek, DCFS, and Vocational Rehabilitation to help the youth. This will begin with assessments of the youth while they are in secure care. The program is in the preliminary steps to help the partners begin the program, which will reduce recidivism, increase literacy, and educational gains.

Kathleen Alder asked about the initiative to serve youth transitioning off from foster care.

Cecil Robinson replied that the group continues to meet and support the transitioning of the youth. A collaborative committee meets to provide services to the youth, and the youth are being tracked with the service provider

Action Item: Gary Knapp made the motion to approve the Youth Council’s report. Bryon Beck seconded, and the Council unanimously approved Youth Council report.

6. **Western Governors University and Rural Scholarship**

The presenter not in attendance, but will present at a future Council meeting.

7. **Invest in Prevention**

Sharon Anderson, Executive Director of the Family Connection Center, provided a presentation and led a discussion about the Family Connection Center’s initiative “Invest in Prevention”. The initiative is directed towards the prevention of child abuse and addressing the issue of poverty, by helping customers become self-sufficient.

Sharon Anderson reported that she had the opportunity to participate on a task force addressing child abuse. D.W.S. is working with people who have been whose mental capacity may have been damaged at an early age, which prevents them from becoming successful.

The task force gathered 911 pairs of shoes, which represented the number of people abused in Utah in one month and placed them on steps of the Capitol Building. Sharon explained the process for child development, and in positive environments, children are successful, do well in school and are inquisitive.

The youth who are in damaged families or negative environments have problems with the cycle of violence and abuse. Sharon reported the task force determined that the total cost for Utah is \$818 million dollars each year to help serve the people who have been damaged by living in negative environments.

Sharon explained that children are born with approximately 25% of their brain developed. They fully develop 90% of their brain by the time they are 3 years old. This is a result of the brain structure and a healthy brain develops from nurturing environments. Domestic violence, or child abuse, adverse the brain development cycle and the brains of these people do not develop correctly.

The first three years of a child's life has the most influence on children's brain developments. The goal of the committee will be to recommend changing the way the funds are spent to prevent the negative influences of violence and abuse, and support positive environments for children at risk.

Sharon Anderson reported that a study was made in the seventies in San Diego to start a project to help very obese people lose weight. Those who lost the weight and gained it back were those who were abused in their childhood. The adverse childhood experiences can lead to the people not being successful in their future life experiences. This will have an impact in society on health care and insurance costs. Adverse childhood experiences are the root cause of many of the problems that are being experienced in society. A copy of the slideshow was included in the Council meeting book.

What causes lost time from work, may have actually happened years earlier in the person's life. It is expected that the risk for depression / suicide are increased by 50% from early childhood abuse.

The "Healthy Families" program is being sponsored by a \$5 million dollar grant. Family Assessments are used to determine if they would benefit from the program. The program includes home visiting for families and services are tailored to meet their needs. Support staff go into the home of the families who have high risk factors and invite them to participate in the program. Mentors are assigned to the family to help them be successful and help the participants access programs that will assist their needs.

It has been determined that the Healthy Families program is effective. Reportedly, 99.24% of the families who participated in the program had no confirmed child abuse or neglect in 2006. 95% of the families rated services excellent.

This program is currently being provided in the states of Arizona, Maine, and New York. The outcomes for Maine identified that the parents and students are more likely to gain successful employment and are earning a higher income.

The State of Utah is investing \$2 M in prevention services. It is expected by the task forces that if the funds were shifted to this kind of program, the results would be more successful to society.

The task force is working to help the Governor gain information about the program. The high quality early care and parent education yields an extraordinary return, up to \$16 for every dollar invested – with average rate of return at \$7, far exceeding the return on most investments, private and public.

The Family Connection Centers manages similar programs that are very small. This tool would assess all the risks that exist.

The task force is hoping the Council will prioritize the program and present it to the legislature this year to being a pilot program.

Toni Ure asked if a monthly program has been considered for employers? She explained, the program

could be directed towards healthy children and provide the resources and referrals by employers who have “wellness committees” and directed toward employees in families with children.

Melissa Freigang noted that some employers have community funds, and suggested offering a pilot program that would show the results of the program.

Sharon Anderson explained that \$5 million dollars are needed to begin the program in Utah.

Kathleen Alder noted the State surplus could be used to support the program, and she will contact the legislators that she knows to inform them of the program.

Sharon added that the president of AMA last year reported that \$1.6 million dollars were spent on healthcare last year. This program would reduce the cost of the healthcare significantly.

Lynette Rassmussen, from the D.W.S. Office of Family Life, was recommended as a contact person for the Department. Sharon Anderson will contact Lynette.

Sharon will e-mail the Council members with a copy of the slideshow, and she offered to present the information in the community to gain the voices needed to talk with the Governor.

Cecil commented that the risk factor contribute to the number of youth committed to Juvenile Justice Services as well.

8. **Northern Utah Economic Update**

John Mathews, D.W.S. North Region Economist, provided a power point presentation and update on the North Region’s economy. The most recent wage report for the North Region was distributed to the Council members along with copies of the Trendlines magazine.

John reported that construction in other states is not growing, but in Utah it continues to have double-digit growth rates.

In terms of population, Utah is in the center of the fastest growing region in the country. The job growth rate in Utah is up 3.3%. The economic information is supplied from the data reported quarterly by employers.

Utah has a low unemployment rate, as it is currently at 2.6%.

John offered his assistance with any questions the Council members have or are interested in gathering additional information. He can be contacted at johnmathews@utah.gov or at (801) 526-9467.

Lynette Stevens requested that information be “broken out” for Morgan County.

John will provide this information to the Council in the future.

9. **Other Business**

Melissa Freigang reported that Job Corps has lost \$3 million dollars of federal funding.

10. **Public Comment**

No general public representatives or non-members of the Regional Council attended the meeting.

11. **Adjourn**

The meeting was adjourned at 9:00 a.m.